

OCCUPATIONS

Traditionally, Canadian women have been employed in very few occupational areas. Data for 1974 do not reveal any substantial changes from previous years. Women are still concentrated in the clerical, sales and service sectors of the economy. 63.5% of all female workers are in these occupations, contrasted with 27.1% of all males. Table Thirteen shows that men are much more evenly distributed throughout the occupational structure than women. None of the same concentrations appear in the male occupational breakdown. In fact, no one occupation contains more than 11.5% of all male workers, whereas the clerical sector alone contains over one-third of all women in the labour force. 2.7% of all women are in the managerial and administrative category, compared with 7.6% of all men.⁽⁹⁾

TABLE THIRTEEN
Percentage Distribution of Men and Women by Occupational Group, Canada — 1974

OCCUPATION	%Women in Category	%Men in Category
Managerial and Administrative	2.7	7.6
Natural Sciences, Engineering and Mathematics	.8	4.4
Social Sciences	1.5	1.0
Religion	*	.4
Teaching	7.0	2.9
Medicine and Health	9.2	1.7
Artistic, Literary & Recreational	1.1	1.2
Clerical	35.4	6.9
Sales	10.1	11.2
Service	18.0	9.0
Farming, horticultural and animal husbandry	2.3	7.1
Fishing, hunting and trapping	*	.4
Forestry and logging	*	1.1
Mining and quarrying	*	.9
Processing	2.1	5.8
Machining	.5	4.3
Product fabricating, assembling and repairing	6.8	11.5
Construction trades	*	11.0
Transport equipment operation	.3	6.4
Materials handling	1.4	3.6
Other crafts and equipment operating	.6	1.8
All Occupations	100%	100%

*figures too small to be reliable

In Table Fourteen, the major occupational groups in Canada are examined to demonstrate what percentage of their employees are women. As could be predicted, the occupational areas with women in the majority are clerical and

service/recreation. Women are also a strong contingent in the professional/technical area (46.9% of employees). If this area is broken down into smaller categories, however, (see Table Thirteen) one finds the majority of women are in the fields of teaching and nursing.

TABLE FOURTEEN
Women Employees as a Percentage of Major Occupational Groups*, Canada — 1974

OCCUPATIONAL GROUP	Women as % Total Employees
Clerical	72.9%
Service/Recreation	51.8%
Professional/Technical	46.9%
Sales	32.3%
Labourers and Unskilled	16.7%
Managerial	16.0%
Farming	14.5%
Craft and Related	13.2%
Communication/Transportation	2.8%

*Some categories differ from those listed in Table Thirteen where the professional/technical categories are divided into more detailed subgroups, e.g. teaching.

In addition to examining women's labour force activity with respect to occupation, it is useful to look at the participation of women in selected industries. Table Fifteen shows that in ten years, the percentage of all employees who were women increased in all industries excepting Community, Business and Personal Service. The largest increase was in Finance, Insurance and Real Estate (9.8%) followed by Public Administration (6.3%). Both of these industries have expanded rapidly in the past decade, thus increasing job opportunities.

TABLE FIFTEEN
Women Employees as a Percentage of Selected Industries, Canada⁽¹⁰⁾

INDUSTRY	WOMEN EMPLOYEES AS % TOTAL		
	1964	1974	% Change 1964-74
Agriculture	11.0	16.1	+5.1%
Manufacturing	21.5	24.2	+2.7%
Construction	3.7	5.4	+1.7%
Transportation, Communication & Other Utilities	14.0	17.1	+3.1%
Trade	31.9	37.5	+5.6%
Finance, Insurance and Real Estate	44.7	54.5	+9.8%
Community, Business and Personal Service	59.9	59.0	— .9%
Public Administration	22.3	28.9	+6.3%
Other	*	5.2	+5.2%
Total	28.9	34.6	+5.7%

*figures too small to be reliable

UNION MEMBERSHIP

The increase in size of the female labour force has been exceeded by the rise in women's union membership.


TABLE SIXTEEN
Labour Union Membership by Sex, Ontario (11)

UNION MEMBERS	1963	1973	% Increase 1963-73
Male	564,448	750,048	29.5%
Female	103,626	205,457	98.3%
Total	671,074	955,505	42%

In 1963, 15.4% of all union members were women. By 1973, this figure had increased to 21.5%.

TECHNICAL NOTES

- All statistical data and definitions are courtesy of Statistics Canada.
- All numbers are rounded to thousands and percentages are rounded to one decimal place. Therefore, numbers or percentages may not add to totals shown.
- Population is defined as persons 14 years and over, exclusive of inmates of institutions, members of the armed forces and Indians living on reserves.
- Labour force is that portion of the population 14 years of age and over who, at the time of the survey were employed or unemployed. People not counted as in the labour force include those in the population 14 years of age and over who were going to school, keeping house, too old or otherwise unable to work and voluntarily idle or retired.
- Housewives, students and others who work part-time are classified as employed. If they looked for work, they are classified as unemployed.
- Participation rate is defined as the percentage of the population (defined above) who are in the labour force.

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FOOTNOTES

- All Statistical data is from Statistics Canada, *The Labour Force* — monthly report and annual averages. (Catalogue No. 71-001) unless otherwise noted.
- "Working Mothers and their Child Care Arrangements", feature article in Statistics Canada, *The Labour Force*, Catalogue 71-001 (September 1975).
- Census of Canada*, 1971, Catalogue CS 94-772.
- "The Relationship of Education and Training to Labour Force Activity", feature article in Statistics Canada, *The Labour Force*; Catalogue 71-001 (September, 1974).
- Statistics Canada, *Income Distributions by Size in Canada*, 1973; Catalogue 13-207 (annual); Table 78.
- Ibid*, Table 57.
- S. Ostry, *The Female Worker in Canada*, Ottawa, Information Canada, 1968, p. 45.
- Labour Canada, *Wage Rates, Salaries and Hours of Labour: Toronto*, October 1974.
- Statistics Canada, *Labour Force Survey Division*.
- Labour Canada, *Women in the Labour Force: Facts and Figures*, 1975, p. 47.
- Statistics Canada, *Corporations and Labour Unions Returns Act, 1973; Pt. II, Labour Unions*; Catalogue 71-202 (annual).

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WOMEN IN THE LABOUR FORCE

"BASIC FACTS"

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INTRODUCTION

Canadian women have always worked to provide or themselves and their families. Whereas historically they worked in the home to produce necessary goods, many now work in the external labour force, earning money to purchase such items.

In the past twenty years, Ontario has undergone dramatic social change as more and more women have entered the paid work force. This must be evaluated not only on the societal level shown in the statistics and trends documented here but also in light of the personal change for those involved. Women who have entered the labour force have altered their own self image and affected the ultimate image of all women today.

This fact sheet looks at the status of women in the Ontario labour force, using the most recent information available. To assist the reader in understanding the material presented, an historical perspective will often be given.

Throughout the fact sheet a number of technical terms will be used. Any such terms are defined in the notes at the end.

LABOUR FORCE ACTIVITY

The number of women working in Ontario has increased dramatically in the past twenty years. At the same time women's participation rate (that is the percentage who work) has also steadily increased.

TABLE ONE
Women in the Ontario Labour Force and Their Participation Rates.⁽¹⁾

Number		Participation Rates
496,000	1954	27%
776,000	1964	34%
1,319,000	1974	43%

To better understand the marked increase in labour force activity of women, one can examine the increase in size of the male/female population and the comparative increase of the male/female labour force.

TABLE TWO
Population and Labour Force by Sex, Ontario 1964 and 1974

	Sex	1964	1974	% increase 1964-74
Population over 14	male	2,224,000	2,985,000	34.2%
	female	2,269,000	3,067,000	35.2%
Labour force	male	1,780,000	2,353,000	32.2%
	female	776,000	1,319,000	70.0%

In ten years, the male labour force increased by 32.2%, slightly less than the increase in size of the male population. At the same time, the female labour force increased by 70%, that is at approximately twice the rate of the female population.

This rise in participation has increased women's share of the total work force. In 1964, 30.4% of all workers were women. By 1974, this figure had increased to 35.9%.

PART-TIME WORK

According to Statistics Canada, and for the purposes of their data only, a part-time worker is one who regularly works less than 35 hours a week. This should not be confused with other definitions of part-time work in selected jurisdictions. In 1974, 25.2% of all women in the labour force, that is 797,000 women, were classified as part-time workers.

Many writers have pointed to the increasing percentage of women working part-time as evidence of their lower level of commitment to the work force. In fact, during the past decade, although a considerably higher percentage of women have been part-time workers, the tendency to work less than 35 hours a week has increased for both men and women.

TABLE THREE						
Number and Percentage of Labour Force Working Part-time — Canada						
	1964		1969		1974	
	no. part-time	%all workers	no. part-time	%all workers	no. part-time	%all workers
Men	197,000	4.2%	293,000	5.6%	368,000	6.2%
Women	398,000	20.9%	607,000	24.2%	797,000	25.2%
Total	595,000	9.0%	900,000	11.6%	1,165,000	12.8%

The percentage of all workers who work part-time has increased from 9% in 1964 to 12.8% in 1974.

At the time of the 1971 census, it was found that in Ontario approximately the same percentage of married women and single women were part-time employees, 30.3% and 31.4% respectively. Widowed or divorced women were less likely to work less than 35 hours a week and only 24.3% of them were in this category. For Canada as a whole, the situation was slightly different. Married women were the most likely to work part-time (30.6%) whereas single and divorced women did so less often (26.7% and 24.7% respectively).

UNEMPLOYMENT

As the number of women in the labour force has increased in recent years, so has the percentage of women who are unemployed. In 1964, 25.3% of the unemployed labour force in Ontario were women. By 1974, this figure had increased to 37.5%.

Historically, in Canada and Ontario, the unemployment rate for women has been lower than for men. In 1974, however, this trend was reversed in Ontario. For the first time, a slightly higher percentage of women were unemployed, than were men.

TABLE FOUR				
Unemployment Rates by Sex — Canada and Ontario				
	Rate of Unemployment			
	CANADA		ONTARIO	
	Male	Female	Male	Female
1964	5.3%	3.1%	3.5%	2.7%
1970	6.6%	4.5%	4.5%	3.7%
1974	5.7%	4.9%	4.0%	4.3%

The age group with the highest rate of unemployment for men and women is the youngest group, 14 — 24 years old. 7.2% of the females and 8.2% of the males are unemployed in this age range.

AGE

As would be predicted, the highest participation of women in both Ontario and Canada is in the 20 — 24 years group. Less expected perhaps is the fact that over half of all women in the 25 — 44 year range are in the labour force. These years, commonly called the chief childbearing and child-rearing years, are often associated with mothers staying at home. As shown in Table Five, this is no longer necessarily the case.

TABLE FIVE			
Participation Rates by Age, 1974			
Age	Canada	Ontario	
14 — 19	36.7%	39.7%	
20 — 24	63.0%	66.5%	
25 — 44	46.6%	51.0%	
45 — 64	37.4%	42.6%	
65+	4.2%	3.8%	
All ages	39.7%	43.0%	

In every age group, except sixty-five plus, Ontario women have a much higher rate of participation in the work force than do Canadian women as a whole. Table Six documents the dramatic increase in levels of participation for women of all ages during the past 20 years.

TABLE SIX				
Participation Rates — Canada				
Age	1953*	1964	1974	
14 — 19	33%	29.9%	36.7%	
20 — 24	47%	51.0%	63.0%	
25 — 44	23%	31.7%	46.6%	
45 — 64	17%	31.6%	37.4%	
65+	3%	6.3%	4.2%	
All ages	25.9%	30.5%	39.7%	

*rounded to nearest whole number for 1953 only.

The most significant increases are in the 25 — 44 year group where the level of activity has doubled and the 45 — 64 year group where it has more than doubled. In the past ten years alone, the participation rate of the 25 — 44 year group has increased 15%.

It is important to note that even given the aforementioned changes in the levels of female participation, the age profile for men and women in Ontario is still quite different. In 1974, 30.5% of the women in the labour force were less than 25 years of age, contrasted with only 22.2% of the men.

MARITAL STATUS

The participation rate of women in the labour force has increased dramatically since the early 1950s. Perhaps the greatest change has been in the numbers of married women choosing either to remain in the paid work force or to re-enter it after an absence of some years.

In 1951, only 15% of married women in Ontario worked outside the home. This figure doubled in 15 years to 31.6%. Since 1966, there has been a further increase to 41.6% in 1974.

TABLE SEVEN				
Participation Rates by Marital Status — Ontario				
Marital status	1966	1974	Change 1966-1974	
Married	31.6%	41.6%	+10%	
Single	48.4%	52.6%	+4.2%	
Other*	30.4%	32.5%	+2.1%	

*divorced, separated, widowed

As noted in Table Seven, there has been increased participation by all women since 1966. By far the greatest change, however, was for married women, an increase of 10% contrasted with a 4.2% increase for single women and 2.1% for other women.

This increased participation of married women in the labour force has changed its composition. In 1951, 38% of the female work force was married. By 1974, this figure has increased to 62.2%, or almost two thirds of all working women.

The reasons behind the increased labour force participation of married women are varied. For many, the decision to work is based on financial need. Whatever the reason, the presence in 1974 of 813,000 married women in the labour force has contributed strongly to a change in attitudes concerning the commitment a woman will make to a job. No longer can the assumption be made that a woman will work only until she is married.

CHILDREN

Since a high percentage of Canadian women are in the labour force during the childbearing and childrearing years, it is important to note information about their children.

In 1973, there were 895,000 children under the age of 16 in Ontario with working mothers. The majority of these were of school age, but 206,000 were six years of age or less and likely to require childcare.

The older the youngest child in a family, the more likely a mother is to work, as demonstrated below.

TABLE EIGHT		
Labour Force Participation Rates of Women by Age of Youngest Child, Ontario — October 1973 ⁽²⁾		
Age of youngest child	Labour force participation rate	
under 2 years	26%	
2 — 5 years	36%	
6 years & over	48%	
no child under 16	70%	
Total	40%	

EDUCATION AND TRAINING

The level of educational attainment of the Ontario labour force has continued to increase. The female labour force, however, is still somewhat better educated, on average, than the male.

TABLE NINE		
Labour Force by Level of Schooling, Ontario — 1971 ⁽³⁾		
Highest Level of Schooling	%Men in Category	%Women in Category
less than grade 9	27.2%	19.4%
grades 9 — 11	32.4%	33.6%
grades 12 — 13	24.6%	35.2%
some university	7.6%	7.2%
university degree	8.3%	4.7%
Total	100%	100%

A higher percentage of men than women have less than a grade nine education but fewer women have a university degree.

The more educated a woman is, the more likely she is to be in the Canadian labour force. Only 14% of women with less than a grade 5 education worked in 1973, contrasted with 66% of those with a university degree.

TABLE TEN			
Female Participation Rates by Level of Education, Canada — 1973 ⁽⁴⁾			
Level of Education	Female Labour Force Participation Rate		
under grade 5	14.0%		
grade 5 — 8	22.8%		
some high school	36.1%		
completed high school	50.1%		
some university	61.9%		
university diploma	61.4%		
university degree	66.0%		
some other education or training	52.4%		
completed other education or training	57.7%		
Total	40.1%		

FINANCIAL NEED TO WORK

In 1974, 506,000 women in the Ontario labour force were single, divorced or widowed. These women are almost entirely self-supporting and work out of necessity. In addition, there are married women in Ontario who are the sole-support of their families because their husbands are unemployed, disabled or absent.

Female family heads form one of the most disadvantaged groups in our society. In Ontario in 1973, the average yearly income of a male-headed family was \$14,427, of a female-headed family, \$8,060. Although 13.4% of all Canadian families are classified as low-income, 41.6% of those with a female head fall in this category.⁽⁵⁾

Many married women work because their husbands are not paid enough to support another adult and two or three children. These women work to supplement their husbands' incomes. In 1973, the average income of a husband-wife family in Ontario with the husband only working was \$10,724. Where the husband and wife both worked, the average income was \$12,127. 28.3% of Ontario husband-wife families with one wage earner, earned less than \$7,000. Only 20.1% of those with both spouses working were in this category.

EARNINGS

In 1973, the average annual earnings of full-time women workers in Canada was \$5,527. For men, the comparable figure was \$10,072. This earnings differential is reflected across occupational groups.

TABLE ELEVEN			
Average Annual Earnings of Full-time Workers in Canada — 1973 ⁽⁶⁾			
OCCUPATION	AVERAGE EARNINGS		
	Male	Female	Female as %Male
Managerial	\$14,731	\$8,335	56.6%
Professional	13,500	7,770	57.6%
Clerical	8,483	5,584	65.8%
Sales	10,187	3,942	38.7%
Service	7,796	3,368	43.2%
Farming, etc.	6,175	2,662	43.1%
Processing & Machining	9,463	5,065	53.5%
Product Fabrication	9,261	4,453	48.1%
Construction	10,577	*	—
Transport	9,382	5,094	54.3%
Total	\$10,072	\$5,527	54.9%

*sample too small for reliable estimate

A number of empirical studies have examined the male-female wage differentials in Canada, attempting to determine what percentage of the differential is due to sex of the worker. All have found that consideration of other variables (e.g. age, job level, hours of work) decreases the wage gap to a range of 10-25 percent. In all cases, however, having taken into consideration such human capital differences, a wage gap remained, attributable to sex. Ostry comments in her analysis of earnings data "even after accounting for differences in the work year, occupational deployment and 'quality' of labour between the sexes, there remained fairly sizeably pay gaps between male and female workers in Canada."⁽⁷⁾

Table Twelve documents wage rates for office occupations in Toronto for October 1, 1974. The survey covered establishments with 20 or more employees. It will be noted that male weekly salaries still exceed those of women, even given quite narrow occupational categories. The gap, however, is much narrower than it was when broad occupational classifications were used.

TABLE TWELVE			
Median Weekly Earnings for Office Occupations, Toronto — 1974 ⁽⁸⁾			
OCCUPATION	MEDIAN WAGE		
	Female	Male	Female as %Male
Accounting Clerk, Jr.	\$120	\$140	85.7%
Accounting Clerk, Sr.	145	175	82.9%
Bookkeeper, Sr.	165	200	82.5%
Clerk, General Office, Jr.	111	119	93.3%
Clerk, General Office, Int.	137	151	90.7%
Clerk, General Office, Sr.	158	189	83.6%
Computer Operator, Jr.	135	150	90.0%
Computer Operator, Sr.	158	189	83.6%
Computer Peripheral Equipment Operator	140	153	91.5%
Cost Clerk	135	178	75.8%
Manager, Administration	207	288	71.9%
Office Boy/Girl	100	107	93.5%
Order Clerk	140	167	83.8%
Programmer, Jr.	185	190	97.4%
Programmer, Sr.	229	250	91.6%
Secretary, Jr.	141	145	97.2%
Secretary, Sr.	162	168	96.4%
Stock Records Clerk	125	160	78.1%
Systems Analyst, Jr.	202	245	82.5%
Systems Analyst, Sr.	243	289	84.1%

WOMEN IN THE LABOUR FORCE

"BASIC FACTS"

UPDATE

A - EARNINGS

1977 data on earnings was recently published by Statistics Canada. Footnotes for the revised tables are the same as indicated in the factsheet.

TABLE FIFTEEN
Average Annual Earnings of
Full-year* Workers in Canada - 1977⁽⁷⁾

OCCUPATION	AVERAGE		EARNINGS
	Male	Female	Female as % Male
Managerial	\$20,871	\$12,117	58.1%
Professional	19,067	11,585	60.8%
Clerical	13,610	8,676	63.7%
Sales	14,816	6,956	46.9%
Service	12,544	6,057	48.3%
Farming, etc.	9,805	4,230	43.1%
Processing & Machining	14,892	8,829	59.3%
Product Fabrication	14,616	7,923	54.2%
Construction	15,352	-	-
Transport	14,149	8,207	58.0%
TOTAL	\$15,255	\$ 8,622	56.5%

The Financial Need to Work section, the following information has been updated for 1977:

- Average annual income of a male-headed family - \$20,947
Average annual income of a female-headed family - \$12,089
- Average annual income of a husband-wife family in Canada with the husband only working - \$16,251
Average annual income of a husband-wife family in Canada where both work - \$20,221
- Two parent families with children under the age of six.
 - where husband and wife worked, 48.3% earned less than \$15,000 a year
 - where husband was sole income recipient, 44.4% fell into this income category.

B - UNIONS

TABLE SEVENTEEN
Labour Union Membership by Sex, Ontario (10)

UNION MEMBERS	1967	1977	% Increase
			1967 - 1977
Male	653,805	781,625	20%
Female	133,170	275,808	107%
TOTAL	786,976	1,057,433	34%

In 1967, 16.9% of all union members in Ontario were women. By 1977 this figure had increased to 26.1%.

